



DELAWARE WORKFORCE DEVELOPMENT BOARD
Goodwill Industries
Board of Directors Meeting April 5, 2016

MINUTES

Attendees: Chairman-Gary Stockbridge, Hon. Edward Osienski, Hon. Nicole Poore, Denita Thomas, Hon. Anas Ben Addi, Michael Begatto, Jeffrey M. Bross, Alisha W. Bryson, Edward Capodanno, John A. Chrzanowski, Robert Eppes, Hon. James Johnson, George Krupanski, Stephan Lehm, James Randall, John Austin, Chris Moody, Kerry Delgado, Alice Coleman, Linda Fulcher, Karen Potts, Eric W., Toby Willis, Mike Mulrooney, Maggie Jones, Ty Jones, Hon. Patrice Gilliam-Johnson, Jim Tribbitt, Ashley Francisca, Richard Fernandez, Eileen Michelinie, Rachel Turney, Joel Riley, Diane Brooks, Lori A. Reeder, Stacey Laing, Joyce Ottinger, Colleen Cunningham, Victoria Counihan, Robert Ford, and Patricia Barren

Welcome: A quorum was achieved. Gary Stockbridge welcomed everyone.

Approval of Minutes: John A. Chrzanowski made the motion to approve the minutes; it was seconded by Michael Begatto. Minutes approved.

Committee Reports:

Jeff Bross: Performance Measures and Customer Satisfaction. Mr. Bross reviewed the quarterly performance measures and reported that it's a good report and has been consistent for about five or six reporting periods. "We are meeting all of our minimum performance levels; however, with the adult retention rate, our negotiated performance level is 87 and we are slightly off the market at 82 but are meeting the minimum negotiated standard; however, we are not meeting the standard itself. We are meeting the minimum but not the negotiated standard for the average earning for dislocated workers."

George Krupanski, Youth Council: George reported the strategic planning for the youth council will continue to work on the three initiatives which are identified as priority, one being the scholarship put in place a year ago. He thanked those that supported the scholarship program. We have a few applicants in the review process. The second key issue is Youth employment, and how the council and workforce board can help promote and encourage youth employment experiences for young people even outside the contract that we have with our partners. There are a lot of

businesses doing a lot of good things recognizing the best practices, promoting and encourage it. We need some incentives around that. The third key component is working with the department to help ensure that contactors are meeting goals and objectives and how we can exceed it.

Gary Stockbridge thanked board members and everyone serving on the proposal review panel and team leads with all the work done on the consolidation. He reported that it was a very challenging year. Funds were significantly down. He said he was concerned about a yearly drop in funding. "It's disruptive in Delaware to have this happen with such volatility and our providers cannot sustain themselves. He said he owed the board an answer to what happened to the funding but not prepared to do so at this time.

John Chrzanowski asked if the drop was due to legislation change. **Gary** was not sure and asked if someone had more information to explain.

Stacey Laing explained new legislation changed the rates. There was a different rate depending on the taxable wage rate. In January 1 2013 they were using the taxable wage base of \$10,500 and then the rate that was taxed on it was .15%. When this was set years ago, it was set too low. Starting Jan 1, 2014, there was a change in UI trust fund and the taxable wage base went to \$18,500.00 and it also went up to the new rate of .10 %, which means that when an individual hits 18,500 does this rate hit. Although the unemployment started turning around, there were more part-time jobs did not hit that 18,500 level.

Gary Stockbridge said we all found ourselves with much less money to give to providers. He said there were a couple one for the final allocation of funds that came out of the process but also, one of the things we tried to do during consolidation is try find additional funds that we could use to patch together to at least buffer what happened this year to bring additional funds into the decision process. Some of those funds didn't need a vote and some will need the board's vote today. Eileen Michelinie will give an overview of the funds that were moved around to support the overall funds that were used.

Eileen Michelinie reported that the consolidation committee did identify an additional \$250K in state set aside and you can use that for career pathways. We were able to take those funds to fund the career lattice programs. There was an additional 12k left over from the Proposal Review Day and the decision was made to fund the Delaware Skills Center, welding program-one cycle at \$67,500.

Rep. JJ Johnson asked, "Why do we do this every year? After we go in there, listen to the presentations, make our efforts to fund then we find out there's some additional money. That's disingenuous.?"

Gary Stockbridge said the money was money we wouldn't typically use.

Rep. Johnson repeated his concern.

Eileen Michelinie. Explained the process for cross-leveling funds. What we do is instruct committee members to do is, if they have a program and we do find the money, put their wish list on the table so we can have the opportunity to use the funds.

Gary Stockbridge suggested that the board look at the overall awards. He reviewed the movement of the \$250K from the set aside and \$100k from the DEDO special project fund. Let's look at the overall package awards recommendations. Mr. Stockbridge encouraged members to get on John's committee as it has diminished through some of the board's changes. He also said we need to think about recrafting how we do things next year, whether we put all the money on the table so folks can know what we have and can make the right decisions knowing what funds are available. "Such limited funds and so many people taking their time to come in making their presentations with such limited funds. We do need to look at the process and fix it between now and next year. The work to do that is in John's committee so I encourage anyone with issues on how it really happens, or have a strong interest in this please reach out to John. John will work to improve how this process to work so it's a little more effective."

We need to first vote to move the money; then we can do the other one.

John Chrzanowski The Proposal Review and Certification: "First I want to thank everybody who worked with us two weeks ago, I know it's a big one day commitment. I understand JJ's concern about coming out of consolidation and suddenly we have money to spend, The staff does a good job at finding funds that we don't know about then we find out there's a little more available to spread around.

"My committee will need help in the next year there are a lot of changes coming up. We have done great core group but anyone want to join let me know. We do have to vote to move 100K of the 200K from DETO to the consolidation fund to use in the overall part of consolidation but not for any specific providers. The motion was made by Jeff Bross and seconded by Rep. Johnson

Mr. Chrzanowski review the consolidation committees action. He said the final funding shifts reflected Delaware Skills Center getting an 1dditional \$67,500 for computer help desk training and an additional \$50,425 for one cohort of welding and an additional \$245,000 for Jobs For Delaware Graduates with the stipulation it would not fund math remediation partnership with Del Tech. Didn't feel that was spending that money wisely. Any questions?

Gary Stockbridge: Said – for clarification – that the spreadsheet used was the represented post consolidation final recommendation for each of the programs.

John Chrzanowski made the motion To accept recommended allotment as reflected in document and amending the funding guidelines to move \$100K from the DEDO fund to the pool of available funds

Motion: Gary second. The motion was approved. The Hon. Nicole Poore and Chris Moody form Deltech abstained as they had conflicts of interest.

Gary Stockbridge: Can use some additional support on John's Committee. Reach out to John or Bill or myself.

Ralph Cetrullo Financial Oversight Committee: (Ralph not present today)
Diane Brooks reported on the financial statements. All budget lines either at or below budget

Mr. Bross asked Why the ITA are so under-utilized this year, almost by \$1million. Ms. Laing reported that with the improving economy there may be less demand for job training, but said she would review the data.

Mr. Bross asked if funds are not spent what happens? Do they stay in the pot? Seems counter productive

Ms. Laing said DOL-DET can transfer between adults and dislocated worker. She said in the interim there is more targeted outreach to bring new providers into the fold.

Diane Brooks said there is a three year limit to move money from another pot up to ITA. Even so we are only 10 percent behind last year and very much fixable.
Diane:

Ms. Laing reported on the Pathways initiative reminding everyone there was anew pathways committee. She directed people to delawarepathways.org to see the strategic plan.

Luke Rhine reported that it had received A GRANT From JPMorgan-training and employment this November;

Mr. Stockbridge reviewed the Dashboard and summarized the key metrics the board was overseeing and focused on. The dashboard is a snapshot of the indicators on how we are doing updated 2/31/2016.

Rep. Johnson JJ noted the collections in Blue collection for PY06 increasing our collection and in 2010 we reached our goal of \$4.460 million. Ever since then it has gone down.

Kerry Delgado Said she greatly appreciated the dashboard and it is much easier to get your head around the information than some of the other sheets that we look

at and more consistent on how business represents information so your work ethic put into this is greatly appreciated.

Gary Stockbridge: Thank you for that feedback. We will make sure it's a part of your packet going forward.

Bill Potter: Gave an update on the WIOA Plan and stated the plan was submitted 2 weeks ago and put it on a portal. Currently at ETA they are going to review the plan and we will have to fix it. We have a little bit more to do once they find the things they want done but we are 90 percent solution there.

Rachel Tourney Gave an overview of the Convening event at Dover Downs. Each partner will give an overview of their services. 17 programs 10-15 Min presentation to their peers to see what is offered. Program commitment to what they are going to do. It will be a good day to build trust and rapport with frontline staff. The goal is to have this as an Annual event. It is important to have communication and see who utilize our services and working our programs.

Secretary Gilliam Johnson: They worked very hard and I appreciate that. She asked if there was an opportunity after the presentation that someone can consolidate all the information from the presentations and put it on a PowerPoint to summarize the presentations and share. In the state, it is difficult to understand what each entity does.

Rachel will consolidate and summarize the presentations.

New Business:

Bill Potter gave an update on the component embedded in the wioa activity of procurement of the One Stop Operator. DOL-DET has always been the one stop operator; however, there's a requirement for us to procure the one stop operator. DOL-DET developed a "starter RFP." We will now conduct our own research to find out what exactly that all means. There is a wide spectrum of what that means; from the person that facilitates the communication between the one stop partners or the one that does the actual work at the one stop level. We will work through John's committee, make recommendations then do a staff study for thorough analysis to see what makes sense, being impartial and bias. We will bring this back to John's committee and the executive committee. Next summer is the deadline. This could be a big deal so we have to work very hard at this.

Gary Stockbridge: We are going to take our time with this and make sure we get it right. We will hit our deadline. It seems like each state is different and we need to see what is the right thing to do for Delaware and move it through this committee.

Bill Potter: Once we get the final regulations, then we will know how to move forward.

Gary Stockbridge: Said we like to bring in presenters to keep us informed on what is going on in the communities around us. United Way, Ty is going to walk us through the strategic plan.

Ty Jones : Gave an overview of his time with United Way and thanked everyone for having him present the mission of the united way. (funding programs) Focusing on where funds, find a way to develop students to do well on SAT scores, etc..8 communities of greatest needs; Wilm WS and ES, Southbridge, central Newcastle, Dover So and No, Seaford and Georgetown. Lesson learned over last 10 years..we need to connect the dots and how we go about doing that; genuine leadership. Delaware Pathways and Stand by Me is a perfect example of reaching lives. Things UW must stop doing in order to focus our time and energy. Every program should be measured.....looking at best practices.

Gary Stockbridge: Big believer in leveraging what we have toward goals. Any additional items.

John C.: Congratulations to Bill Potter on job well done so far.

Gary Stockbridge: Any other comments or questions?

Adjourned.